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MADE IN U.S.A.

Hay Associates,

CITY OF SAN JOSE
STUDY OF
NON-MANAGEMENT CLASSES.

PROJECT STEPS

Classification of all jobs by City Personnel team,
training and review by Hay.

Ranking of non-management classes by City non-management
Job Evaluation Committee, training and review by Hay.

Grouping of non-management classes into job grades.
(by Hay - based solely on the Committee's evaluations.)

- * Analysis of relationship job content to salary.
by Hay - presented to Council

NON-MANAGEMENT STUDY
ANALYSIS OF RELATIONSHIP OF
JOB CONTENT TO SALARY

Internal Comparisons:

All non-management classes

Special analysis of

- type of job - occupational group
- extent of working conditions in classes
- predominant sex of job holders
 - 1980 Salaries
 - 1970 Salaries

External Comparisons

Special Public Sector Survey

(data from Employee Relations Services,
County of Santa Clara)

- type of job - occupational group
- predominant sex of job holders
- (insufficient data for analysis of
working conditions)

CITY OF SAN JOSE
FULL TIME CLASSES

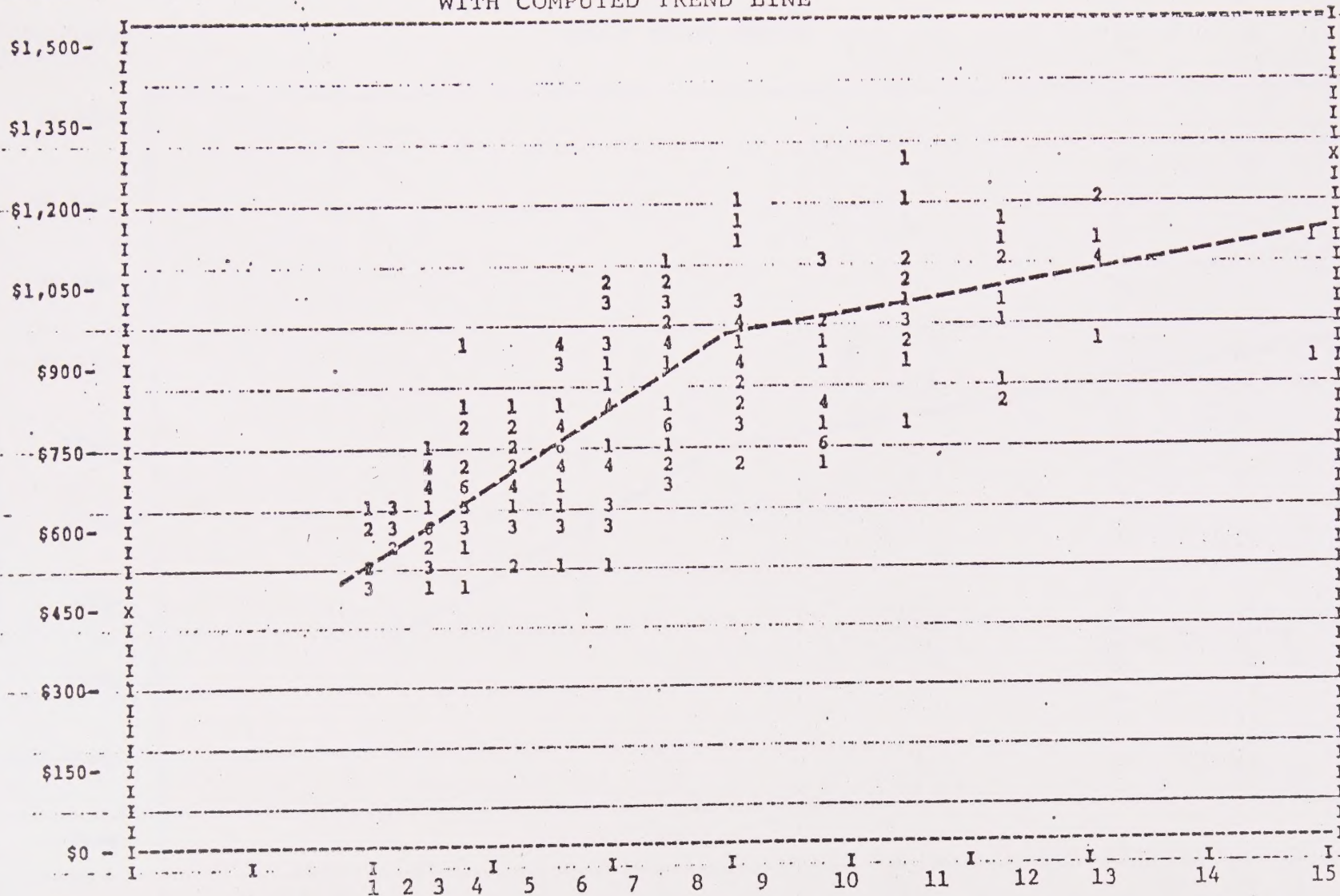
EXHIBIT 1

BAY ASSOCIATES
SCATTERGRAM

CITY OF SAN JOSE
FULL TIME CLASSES
WITH COMPUTED TREND LINE

STEP 5 OF JULY 1980 SALARY SCHEDULE

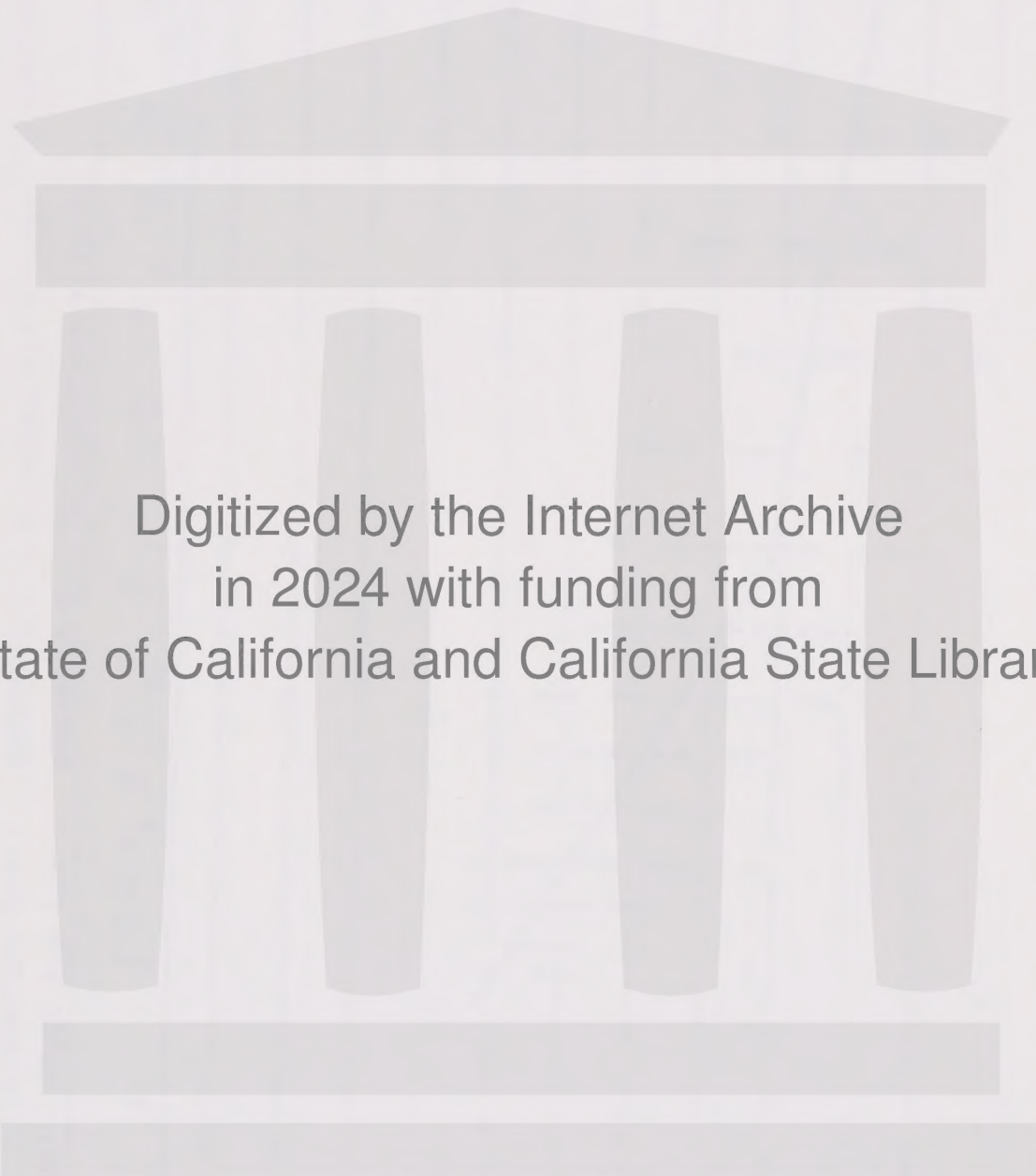
BIWEEKLY DOLLARS



Trend: under 250 pts.: Biweekly \$ = $\$2.75 \times \text{Points} + \263

Above 250 pts.: Biweekly \$ = $\$.80 \times \text{Points} + \750

EXHIBIT 2



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HAY ASSOCIATES
SCATTERGRAM

PUBLIC SECTOR SURVEY

HIGHEST STEP OF JULY 1980 SALARY SCHEDULE

BIWEEKLY DOLLARS

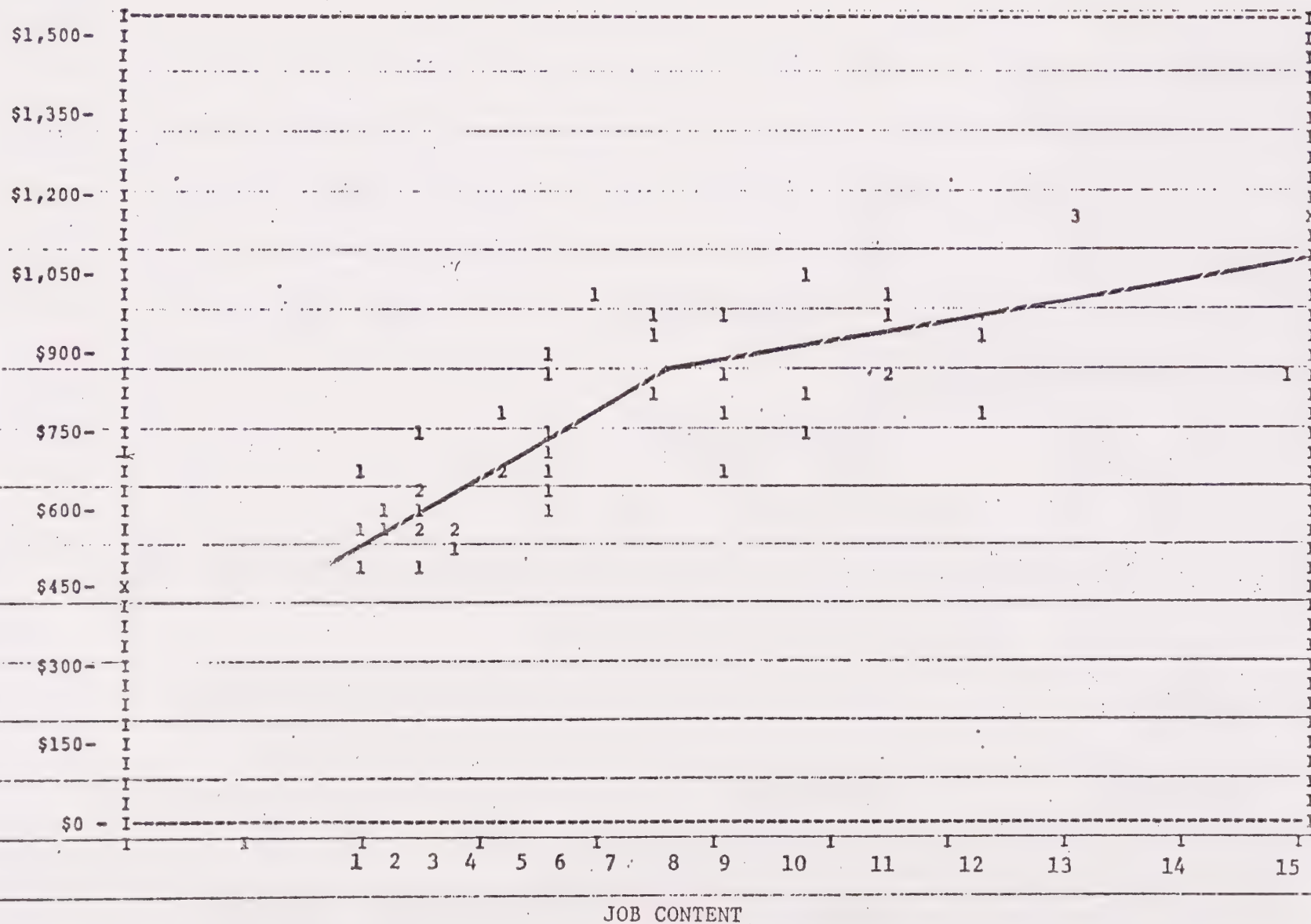
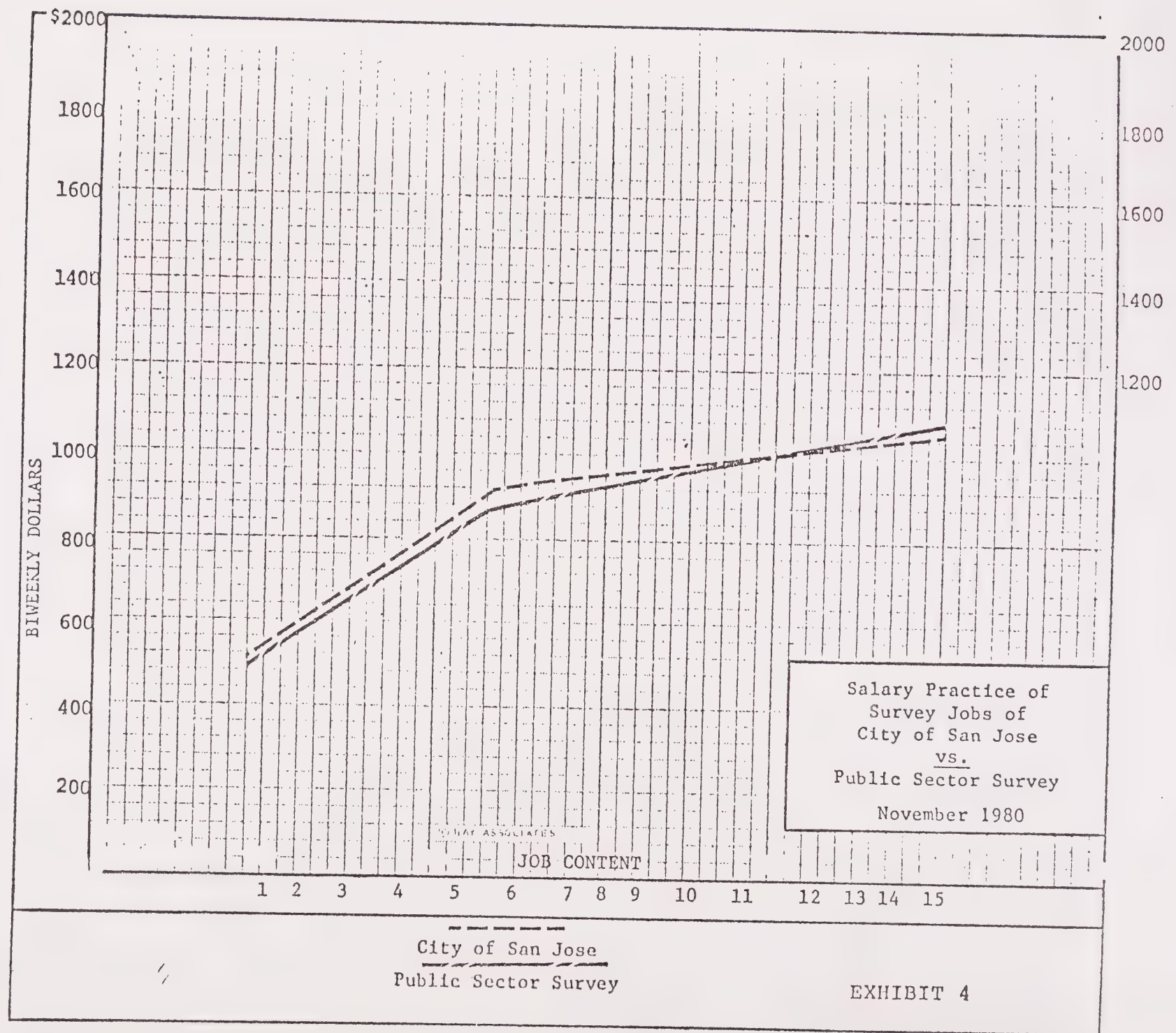


EXHIBIT 3

HCC-101-4/78



HAY ASSOCIATES
SCATTERGRAM

CITY OF SAN JOSE
FULL TIME CLASSES

STEP 5 OF JULY 1980 SALARY SCHEDULE

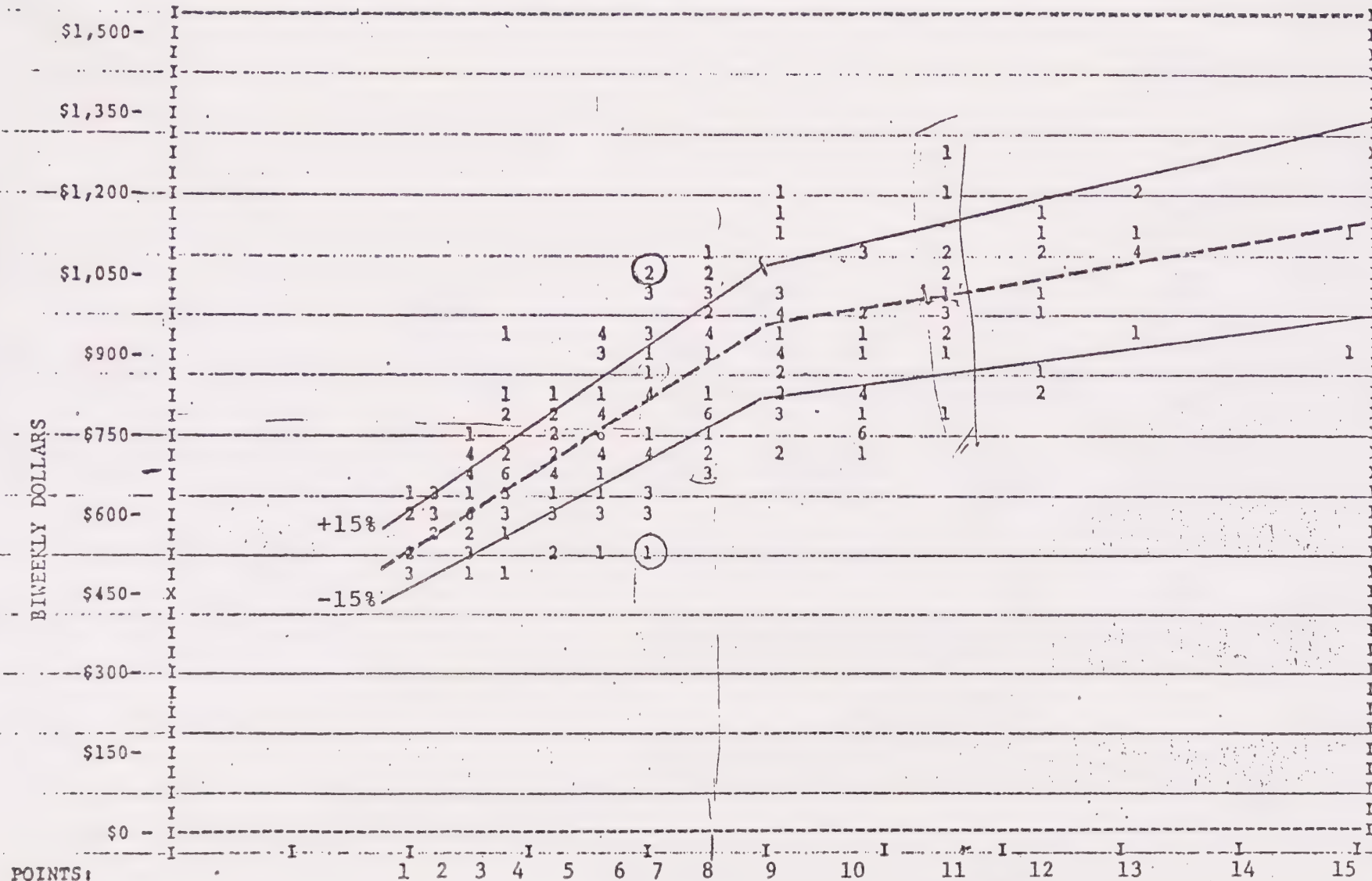


EXHIBIT-5

Number and % of classes significantly above and below overall pay trend - broken out by job content level

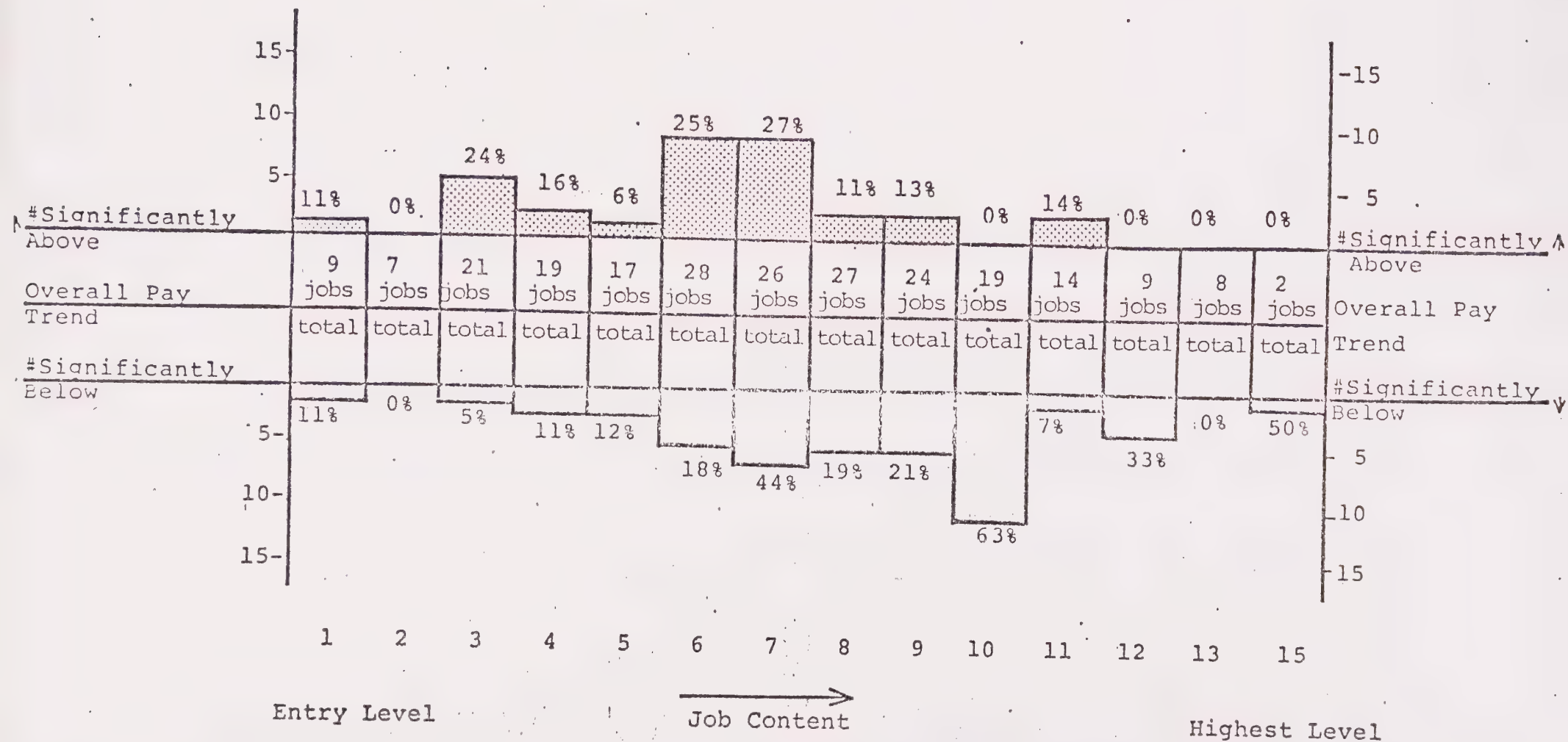
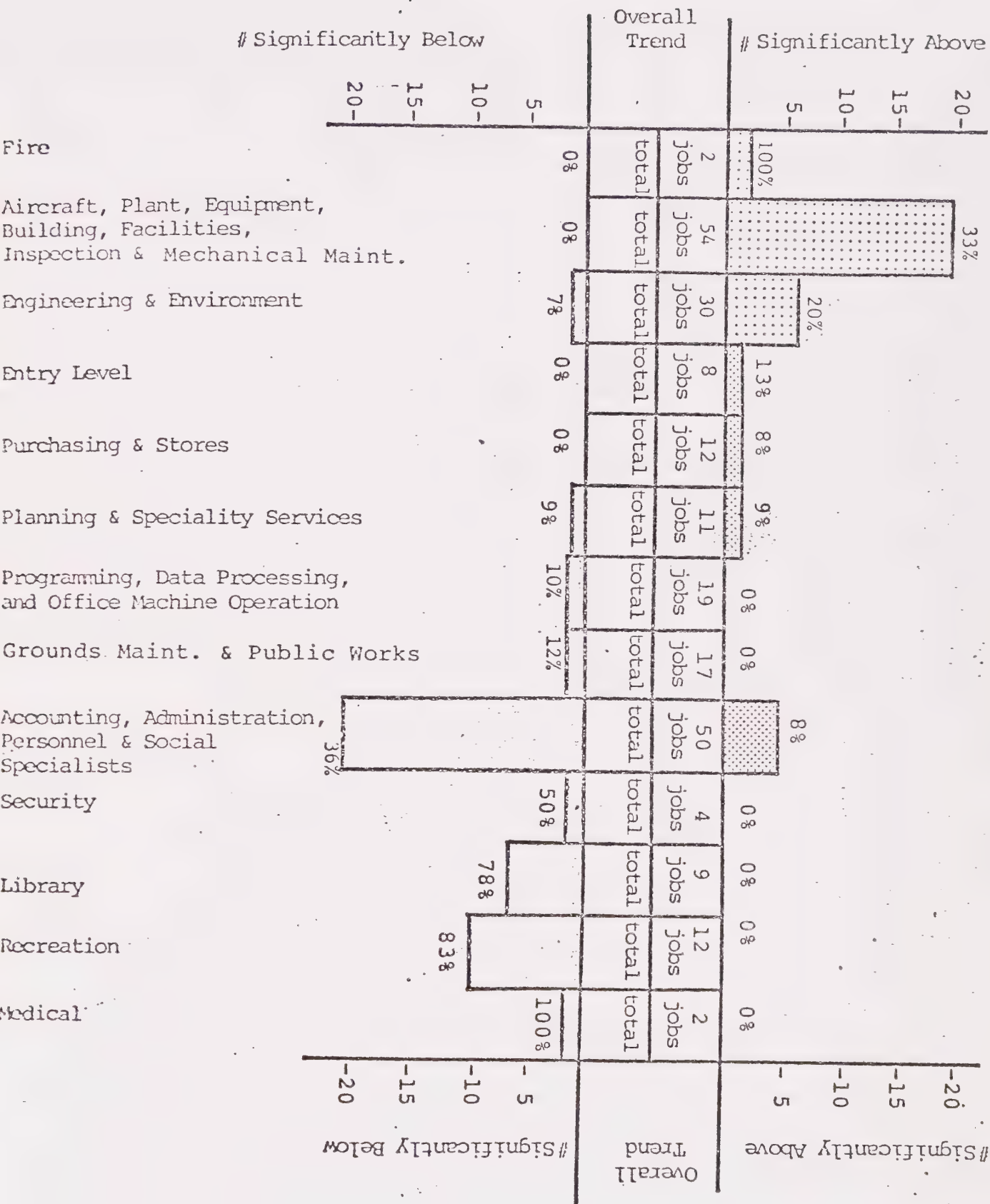


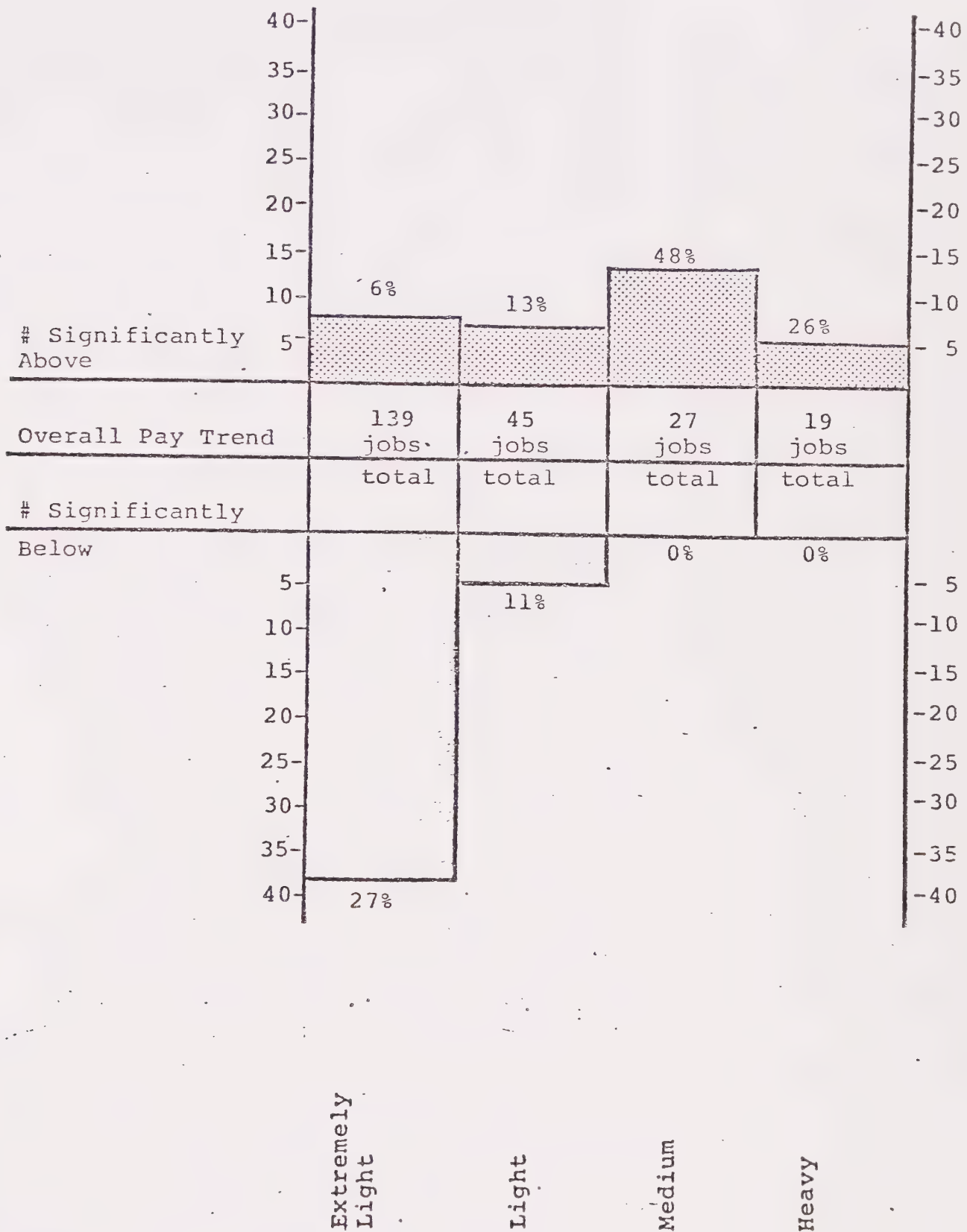
EXHIBIT 6

EXHIBIT X

Number and % of classes significantly above and below overall pay trend - broken out by occupational group.

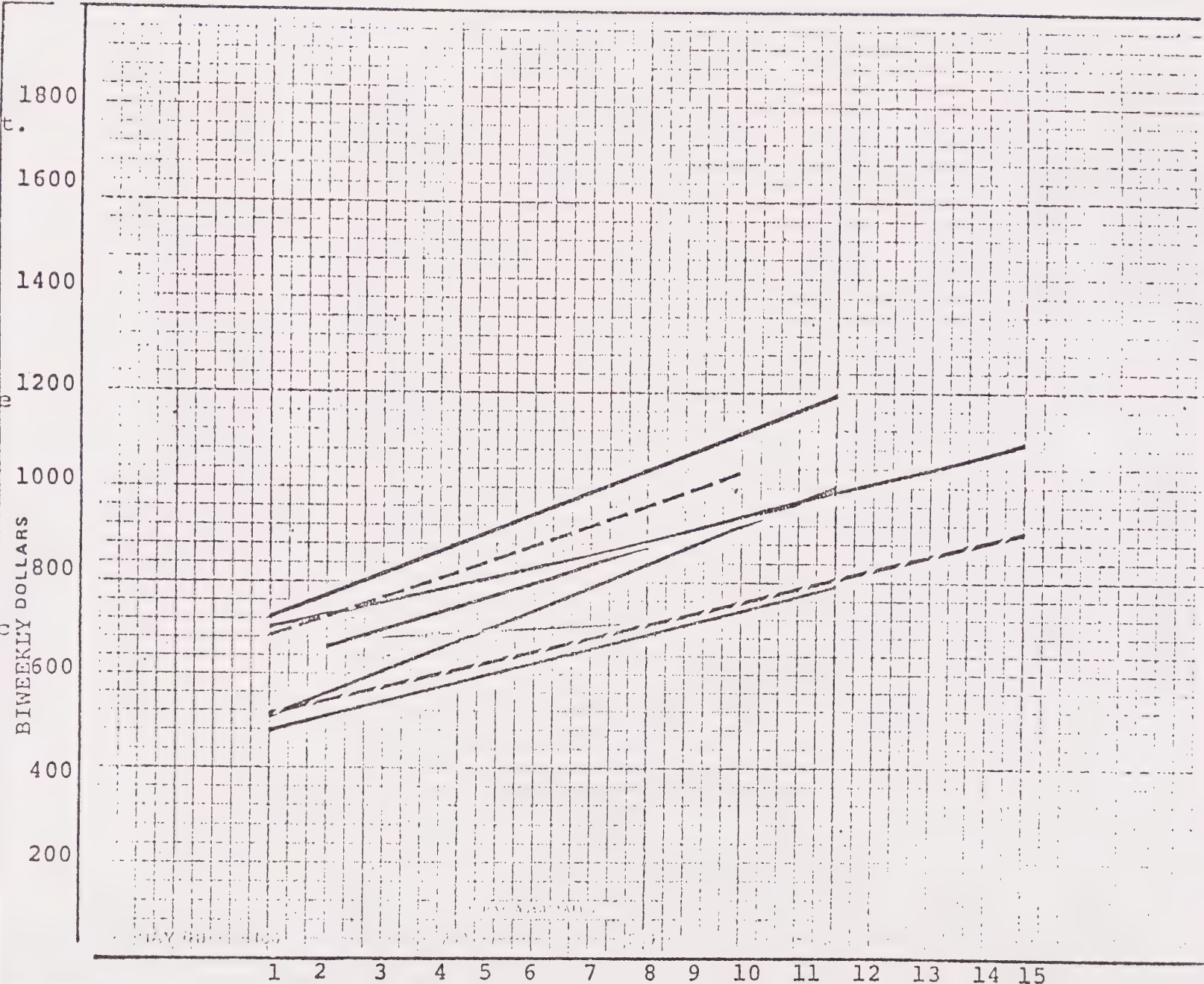


Number and % of classes significantly above and below overall pay trend - broken out by extent of working conditions in



Aircraft, Plant
Equip., Bldg.,
Fac., Insp. Maint.
Engineering &
Environmental
Purchasing &
Stores
Planning &
Speciality Svc.
Grounds & Public
Works Maintenance
Security
Programming &
Data Processing
Acct., Admin.
Pers. & Soc. Spec
Library
Recreation

\$2000

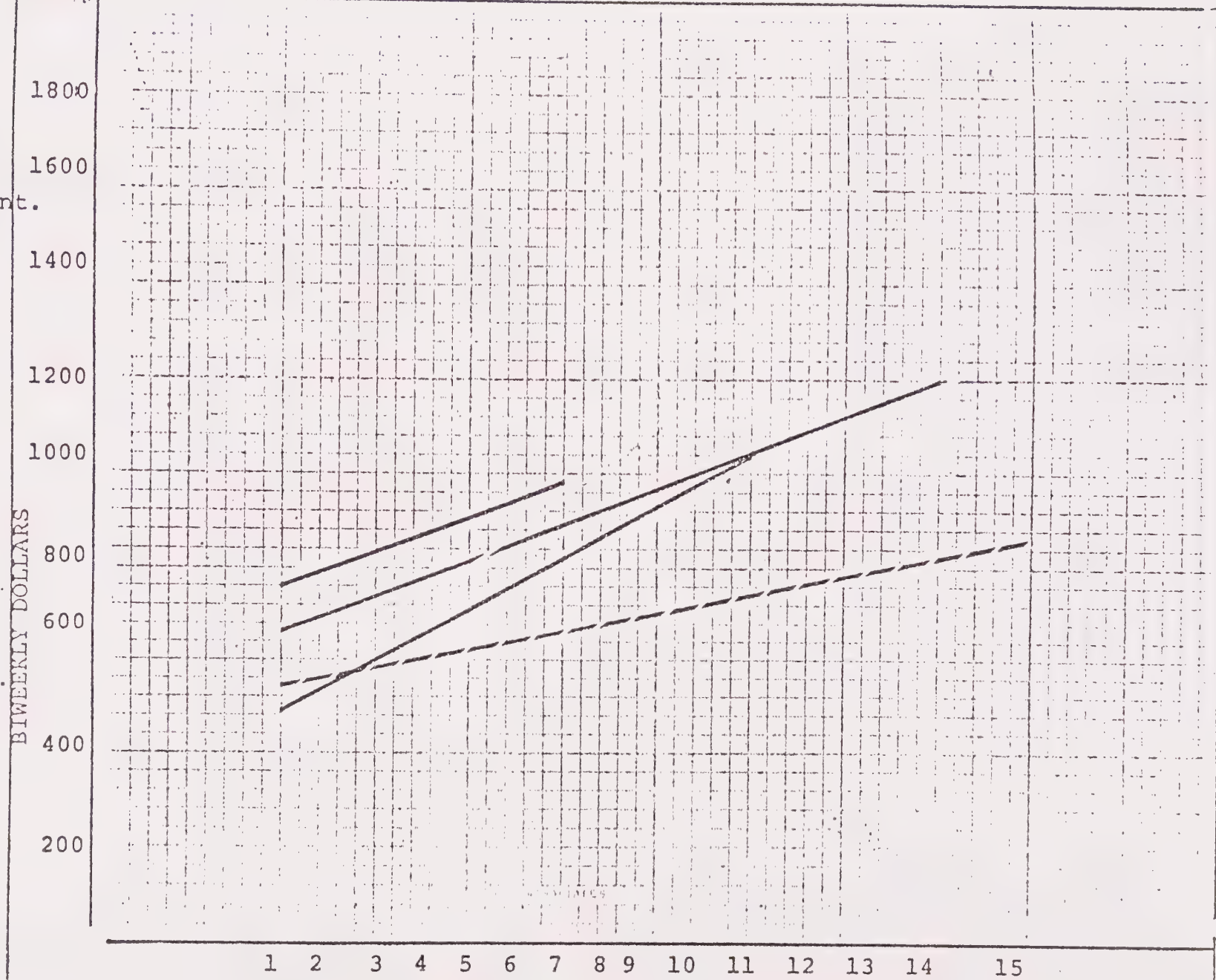


HCC-101-(8/79)

CITY OF SAN JOSE
 FULL-TIME CLASSES
 COMPARISON OF JOB FAMILIES

EXHIBIT 9

52000



Aircraft, Plant Equip., Bldg., Fac., Insp. Maint.

Engineering & Environmental

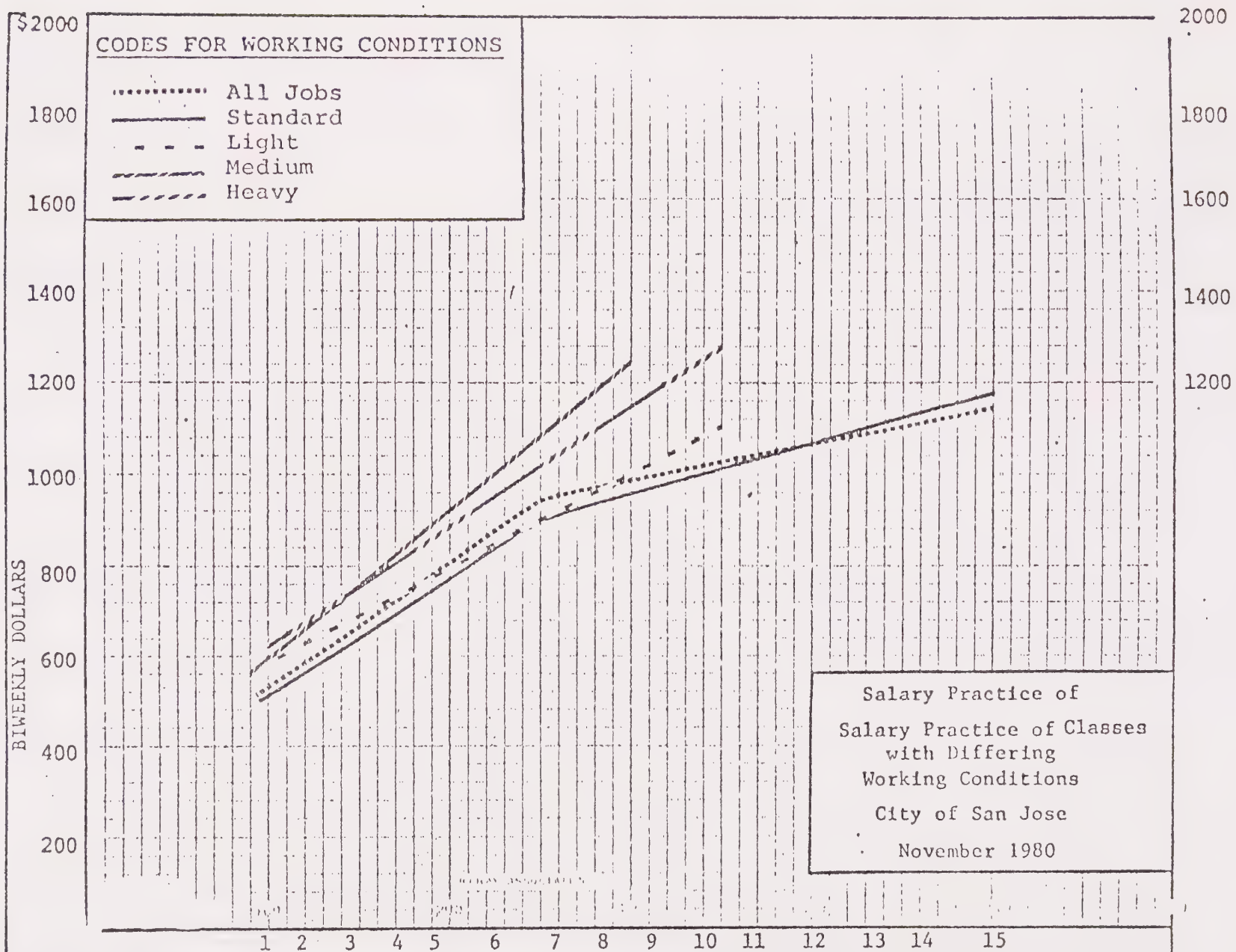
Programming & Data Processing

Acct., Admin. Personnel & Soc. Spec.

Library

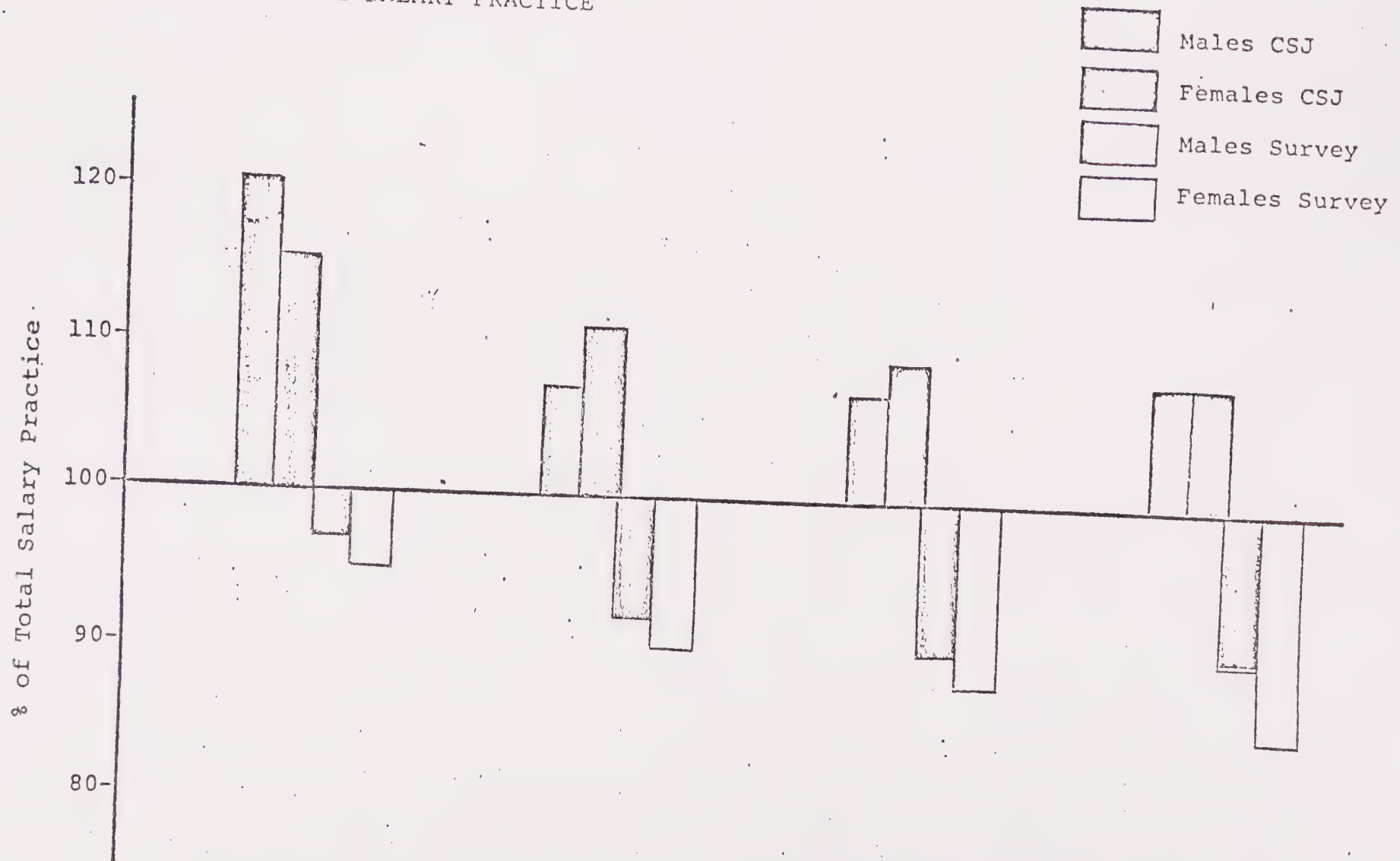
HCC-101-(8/79)

PUBLIC SECTOR SURVEY
COMPARISON OF JOB FAMILIES



PUBLIC SECTOR SURVEY AND
CITY OF SAN JOSE SALARY PRACTICES
FOR POSITIONS PREDOMINANTLY MALE
AND PREDOMINANTLY FEMALE
COMPARED TO TOTAL SALARY PRACTICE

EXHIBIT 12



Client Points

100

200

300

400

Females as %
of Males (CSJ)

87%

83%

83%

83%

Females as %
of Males (Survey)

79%

84%

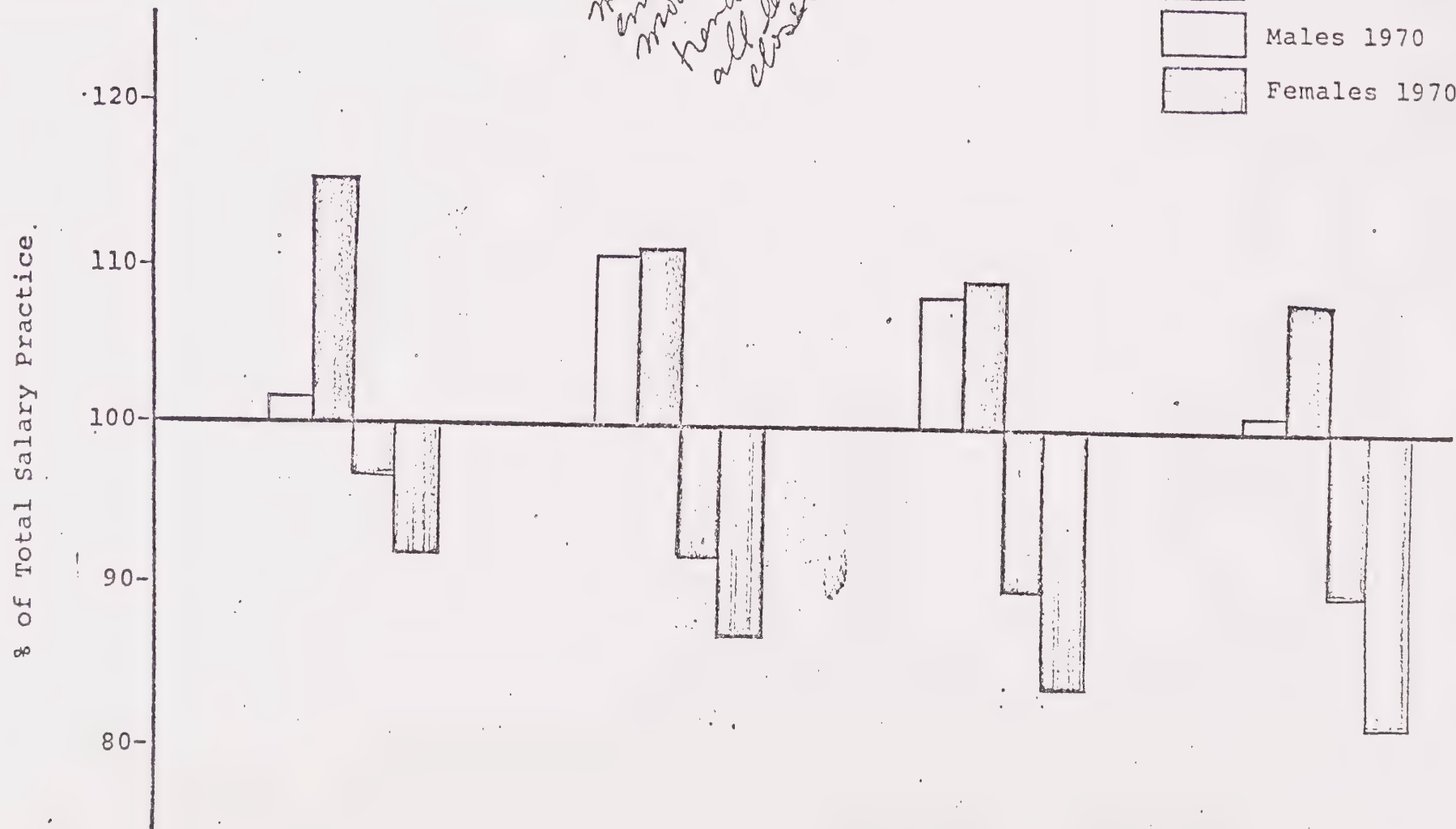
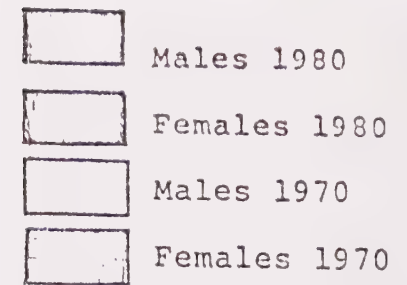
82%

80%

CITY OF SAN JOSE
SALARY PRACTICES FOR
POSITIONS PREDOMINANTLY MALES
AND
PREDOMINANTLY FEMALE COMPARED TO
TOTAL SALARY PRACTICE IN
1980 AND 1970

EXHIBIT 13

*Not for
year
male dom - & have
entry & top above
moved for above
hand. Women at
all levels are
closer to hand*



Client Points	100	200	300	400
Females as % of Males (1980)	87%	83%	83%	83%
Females as % of Males (1970)	90%	79%	78%	81%

SUMMARY

Overall, the City of San Jose pays slightly above average for non-management classes compared to similar jurisdictions.

There is significant dispersion around the general pay trend - 1/3 of all classes are paid more than 15% above or below the overall pay trend.

For the City of San Jose and for similar jurisdictions, there are strong relationships between pay and

- type of work, i.e. occupation -

within the City - the highest paid occupational group is the skilled trades group - paid up to 38% above the overall trend
- the lowest paid occupational group is the recreation group - paid up to 46% below the overall trend

for similar jurisdictions - the highest paid occupational group is the skilled trades group - paid up to 50% above the overall trend
- the lowest paid occupational group is the library group - paid up to 31% below the overall trend (the data were insufficient for separate analysis of the recreation group)

- the extent of working conditions (physical effort, adverse environment and hazard) typical of the class -

within the City - the classes with medium and heavy working conditions are paid up to 20% above the overall trend
- the classes with working conditions typical of an office are paid the same as the overall trend

for similar jurisdictions - the data were insufficient for separate analysis

- the predominant sex of individuals in the class -

within the City - female dominated classes are paid 2-10% below the overall trend

- ten years ago, female dominated classes were paid 8-18% below the overall trend

- male dominated classes are paid 8-15% above the overall trend

- ten years ago, male dominated classes were paid 1-11% above the overall trend

for similar jurisdictions - female dominated classes are paid 5-15% below the overall trend

- male dominated classes are paid 5-21% above the overall trend.

APPENDIX

CITY OF SAN JOSE

JOB GRADES - NON-MANAGEMENT CLASSES

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Senior Chemist Senior Librarian	15	470 - 515	493
None	14	426 - 469	448
Acquisition Librarian Associate Architect Associate Civil Engineer Associate Electrical Engineer Associate Mechanical Engineer Information Systems Analyst Senior Planner Treasury Assistant	13	384 - 425	405
Airport Maintenance Superintendent Associate Landscape Architect Camp Manager Chemist City Nurse Electrical Foreman Fire Protection Engineer Librarian II Planner II Plant Shift Supervisor Public Education Coordinator	12	344 - 383	364
Accountant II Auditor II Civil Engineer II Exhibit Designer-BUILDER Fire Master Mechanic Housing Rehabilitation Specialist Senior Buyer Senior Construction Inspector Senior Engineering Technician Staff Analyst II Statistical Analyst Supervising Building Construction Insp. Supervising Electrical Inspector Training Specialist	11	306 - 343	325
Accounting Technician Associate Landscape Architect Bond Services Officer	10	271 - 305	288

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Claims Investigator	10	271 - 305	288
Civil Engineer I			
Community Gardening Coordinator			
Computer Operator Shift Supervisor			
Curator Eccuts Coordinator			
Librarian I			
Neighborhood Recreation Supervisor			
Party Chief			
Planner I			
Sanitary Engineer			
Senior Airport Security Police Officer			
Senior Programmer Analyst			
Senior Recreation Supervisor :			
Staff Analyst I			
Supervising Mechanical Inspector			
Supervising Recreation Specialist			
Workers Compensation Claims Adjustor			
Airport Maintenance Supervisor	9	240 - 270	255
Assistant Fire Master Mechanic			
Associate Construction			
Associate Engineering Technician			
Building Construction Inspector			
Buyer			
Camp Nurse			
Communications Services Assistant			
Community Relations Representative			
Housing Sanitarian			
Industrial Waste Inspector			
Instrument Repair Foreman			
Law Clerk			
Nurse			
Principal Water System Technician			
Real Estate Agent II			
Secretary to the City Attorney			
Secretary to the City Manager			
Secretary to the Mayor			
Senior Air Conditioning Mechanic			
Senior Computer Operator			
Senior Electrician			
Senior Investigator-Collector			
Senior Library Assistant			
Senior Maintenance Worker			
Senior Plant Mechanic			
Senior Plant Operator			

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Accountant I	8	213 - 239	226
Air Conditioning Mechanic			
Airport Security Police Officer			
City Council Secretary			
Electrical Inspector			
Electrician			
Equipment Maintenance Machinist			
Equipment Services Supervisor			
Executive Secretary			
Facility Crew Supervisor			
Graduate Recreation Intern			
Illustrator			
Library Assistant			
Light-Heavy Duty Equipment Mechanic			
Mechanical Inspector			
Metal Worker			
Parks Maintenance Coordinator II			
Planning Intern			
Plant Mechanic			
Principal Accounting Clerk			
Programmer Analyst II			
Real Estate Agent I			
Relocation Specialist II			
Senior Carpenter			
Senior Heavy Diesel Equipment Operator-Mechanic			
Senior Legal Secretary			
Senior Park Maintenance Repair Worker			
Senior Police Records Clerk			
Staff Technician			
Airport Noise Specialist	7	189 - 212	201
Camp Recreation Director			
Carpenter			
City Photographer			
Code Compliance Inspector			
Community Recreation Specialist			
Concrete Refinisher			
Engineering Trainee			
Fish Technologist			
Graphic Artist			
Heavy Diesel Equipment Operator Mechanic			
Housing Rehabilitation Technician			
Instrument Repair Technician			
Legal Secretary			
Loan Officer			
Painter Supervisor-Water Pollution Control Plant			
Parks Maintenance Coordinator I			
Plumber			
Principal Clerk			
Programmer Analyst I			
Recreation Center Supervisor			

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Recreation Specialist Relocation Specialist I Senior Accounting Clerk Senior Painter Senior Planning Technician Staff Aide Storekeeper	7	189 - 212	201
Airport Maintenance Worker II Athletic Stadium Groundskeeper Audio-Visual Equipment Technician Camp Maintenance Worker Carpenter Greenskeeper Heavy Equipment Operator Industrial Waste Technician Instrument Person Investigator-Collector Lab Technician II Latent Fingerprint Examiner Legal Secretary Trainee Maintenance Worker II Painter Painter-Water Pollution Control Plant Park Maintenance Repair Worker Plant Operator Secretary Senior Aircraft Refueler Senior Library Clerk Senior Offset Press Operator Senior Steno Clerk Senior Telephone Operator Senior Water System Technician Sign Painter Stage Hand Swimming Pool Manager Tree Maintenance Lead Worker	6	168 - 188	178
Apprentice Carpenter II Apprentice Electrician II Computer Operator II Engineering Technician II Examination Proctor Lab Technician I Park Ranger Planning Technician Police Records Clerk II Range Master Security Officer Senior Data Entry Operator Senior Facility Attendant Senior Micro Processor Operator Senior Police Property Clerk	5	149 - 167	158

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Senior Records Clerk	5	149 - 167	158
Senior Recreation Leader			
Senior Recreation Leader-Teacher			
Senior Stock Clerk			
Senior Typist Clerk			
Accounting Clerk. II	4	132 - 148	140
Aircraft Refueler			
Airport Maintenance Worker I			
Airport Operations Clerk			
Apprentice Carpenter I			
Apprentice Electrician I			
Assistant Heavy Diesel Equipment Operator-Mechanic			
Assistant Pool Manager			
Automotive Equipment Inspector			
Automotive Parts Worker			
Data Processing Control Clerk			
Dispatcher			
Groundskeeper			
Grounds Worker			
Instructor-Life Guard			
Maintenance Worker I			
Micro-Processor Operator			
Motorcycle Mechanic			
Park Ranger Trainee			
Public Information Specialist			
School Crossing Guard Coordinator			
Stenographer Clerk II			
Typist Clerk II			
Water System Technician			
Accounting Clerk I	3	117 - 131	124
Apprentice Painter II			
Camp Clerk			
Camp Counselor			
Cashier			
Computer Operator I			
Darkroom Technician			
Engineering Technician I			
Equipment Operator			
Library Clerk			
Maintenance Assistant			
Offset Press Operator			
Plant Maintenance Attendant			
Plant Operator Trainee			
Police Property Clerk II			
Police Records Clerk I			
Puppeteer			
Recreation Leader			
Senior Custodian			

<u>CLASSES</u>	<u>JOB GRADE</u>	<u>JOB VALUES POINT RANGE</u>	<u>CONTROL POINT VALUE</u>
Senior Equipment Service Worker Stenographer Clerk I Street Sweeper Operator Telephone Operator Traffic Checker II Tark Clerk	3	117 - 131	124
Apprentice Painter I Data Entry Operator II Equipment Service Worker Facility Attendant Lifeguard Parking Control Checker Planning Trainee Police Property Clerk I. Records Clerk Recreation Aide Stock Clerk	2	104 - 116	110
Copy Machine Operator Custodian Data Entry Operator I Mail Clerk Messenger Clerk Page School Crossing Guard Swimming Pool Aide Traffic Checker I Typist Clerk I Water Meter Reader	1	up to 103	98

APPENDIX
Data Codes

Sex

F - FEMALE

H - BOTH

M - MALE

N - NONE GIVEN

Working Conditions

Y0 - NONE, GENERAL OFFICE

Y3 - MEDIUM

Y1 - VERY LIGHT

Y4 - HEAVY

Y2 - LIGHT

Job Families

<u>Type of Jobs</u>	<u>Includes Codes</u>	<u>Summary Title Used In Coding List</u>
Aircraft, Plant, Equipment, Building, Facilities, Inspec- tion & Mechanical Maintenance	C1, C2, C3, D1, D2, D3, D4, L1	Skilled Trades
Engineering & Environment	G1, G2, G3, G4, G5, G6, H1	Eng'g. & Environment
Purchasing & Stores	R1, W1	Purchasing & Stores
Planning & Speciality Services	O1, V1	Planning & Spéciality
Programming, Data Processing, & Office Machine Operation	P1, F1	Computer/Machines
Grounds Maintenance & Public Works	J1, J2, J3	Grounds & Pub. Works
Accounting, Admin- istration, Personnel & Social Specialists	A1, A2, B1, B2, B3, B4, B5, N1, U1	Clerical & Adminis.
Security	T1	Security
Library	K1, K2	Library

Job Families (Cont.)

<u>Type of Jobs</u>	<u>Includes Codes</u>	<u>Summary Title Used In Coding List</u>
Recreation	S1, S2	Recreation
Medical	M1	Medical
Entry Level	E1, Q1	Entry Level
Fire	I1, I2, I3	Fire

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION	Job Family	Code	Sex	Code	Working Cond.	Job Grade	Points	CURRENT SALARY \$	T
SENIOR CHEMIST	Eng'g&Environment	H1	H	Y1		493	1148	1,119	
SENIOR LIBRARIAN	Library	K2	F	Y0		493	1074	898	
ACQUISITION LIBRARIAN	Library	K2	F	Y0		405	1050	952	
ASSOCIATE ARCHITECT	Eng'g&Environment	G2	M	Y0		405		1,072	
ASSOCIATE CIVIL ENGINEER	"	G1	M	Y0		405		1,072	
ASSOCIATE ELECTRICAL ENGINEER	"	G1	M	Y0		405		1,072	
ASSOCIATE MECHANICAL ENGINEER	"	G1	M	Y1		405		1,072	
INFORMATION SYSTEMS ANALYST	Computer/Machines Op	P1	H	Y0		405		1,210	
SENIOR PLANNER	Planning&Specialty	O1	M	Y0		405		1,130	
TREASURY ASSISTANT	Clerical&Adminis.	A2	N	Y0		405		1,210	
ASSOCIATE LANDSCAPE ARCHITECT	Eng'g.&Environment	G2	M	Y0		364	1041	1,072	
CHEMIST	"	H1	H	Y1		364		1,020	
CITY NURSE	Medical	M1	F	Y1		364		839	
ELECTRICAL FOREMAN	Skilled Trades	D3	M	Y0		364		1,168	
FIRE PROTECTION ENGINEER	Eng'g&Environment	G1	M	Y0		364		1,072	
LIBRARIAN II	Library	K2	F	Y0		364		818	
PLANNER II	Planning&Specialty	O1	M	Y0		364		986	
PLANT SHIFT SUPERVISOR	Skilled Trades	C2	M	Y0		364		1,114	
PUBLIC EDUCATION COORDINATOR	Clerical & Adminis.	N1	F	Y0		364		860	
ACCOUNTANT II	Clerical & Adminis.	A2	H	Y0		325	1010	925	
AUDITOR II	"	A2	H	Y0		325		914	
CIVIL ENGINEER II	Eng'g. & Environment	G1	M	Y0		325		953	
EXHIBIT DESIGNER-BUILDER	Skilled Trades	D2	M	Y2		325		1,040	
FIRE MASTER MECHANIC	Fire	I2	N	Y4		325		1,258	
HOUSING REHABILITATION SPECIALIST	Clerical & Ad.	U1	M	Y1		325		1,186	
SENIOR BUYER	Purchasing & Stores	R1	M	Y0		325		986	
SENIOR CONSTRUCTION INSPECTOR	Eng'g. & Environment	G6	M	Y2		325		967	
SENIOR ENGINEERING TECHNICIAN	"	G6	M	Y2		325		967	
STAFF ANALYST II	Clerical & Adminis.	N1	F	Y0		325		1,005	
STATISTICAL ANALYST	Clerical & Adminis.	N1	H	Y0		325		1,037	
SUPERVISING ELECTRICAL INSPECTOR	Skilled Trades	D4	M	Y2		325		1,102	
ENV. BUILDING (CONSTR.) INSP.	"	D4	M	Y2		325		1,102	
TRAINING SPECIALIST	Clerical & Adminis.	N1	H	Y0		325		804	
ACCOUNTING TECHNICIAN		A1	F	Y0		288	960	732	

CURRENT PAY TREND
ALL FULL-TIME JOBS

CURRENT PAY TREND ALL FULL-TIME JOBS							
POSITION	Job Family	Code	Sex	Working	Job Grad	CURRENT SALARY \$	
ASSISTANT LANDSCAPE ARCHITECT	Eng'g.&Environ.	G1	H	Y0	288	925	
ASSOCIATE LANDSCAPE ARCHITECT	"	G2	M	Y0	288	1,072	
CIVIL ENGINEER I	"	G3	M	Y0	288	828	
CLAIMS INVESTIGATOR	Clerical&Adminis.	B4	M	Y0	288	971	
COMMUNITY GARDENING COORDINATOR	Grounds&Pub.Works	J3	M	Y0	288	831	
COMPUTER OPERATOR SHIFT SUPV.	Computer/Machines Operation	F1	H	Y1	288	882	
LIBRARIAN I	Library	K2	F	Y0	288	750	
NEIGHBORHOOD RECREATION SUPERVISOR	Recreation	S2	F	Y0	288	710	
PARTY CHIEF	Eng'g.&Environ.	G6	M	Y2	288	967	
PLANNER I	Planning&Specialty Services	O1	M	Y0	288	818	
SANITARY ENGINEER	Eng'g.&Environ.	G1	N	Y0	288	810	
SENIOR PROGRAMMER ANALYST	Computer/Machines Op.	P1	M	Y0	288	1,102	
SENIOR RECREATION SUPERVISOR	Recreation	S2	H	Y0	288	750	
SR. AIRPORT SECURITY POLICE OFFIC	Security	T1	M	Y2	288	733	
STAFF ANALYST I	Clerical & Administrative	N1	F	Y0	288	750	
SUPERVISING MECHANICAL INSPECTOR	Skilled Trades	D4	M	Y2	288	1,102	
SUPERVISING RECREATION SPECIALIST	Recreation	S2	H	Y0	288	750	
WORKERS COMP. CLAIMS ADJUSTOR	Clerical&Adminis.	N1	N	Y0	288	794	
AIRPORT MAINTENANCE SUPERVISOR	Skilled Trades	C2	M	Y0	255	954 971	
ASSISTANT FIRE MASTER MECHANIC	Fire	I1	N	Y4	255	1,152	
ASSOCIATE CONSTRUCTION INSPECTOR	Eng'g.&Environ.	G5	M	Y2	255	882	
ASSOCIATE ENGINEERING TECHNICIAN	"	G5	M	Y0	255	882	
BUILDING CONSTRUCTION INSPECTOR	Skilled Trades	D4	M	Y2	255	986	
BUYER	Purchasing & Stores	R1	F	Y0	255	856	
COMMUNICATIONS SERVICES ASST.	Clerical & Adminis.	N1	F	Y0	255	962	
COMMUNITY RELATIONS REPRESENTATIV	"	U1	H	Y0	255	898	
HOUSING SANITARIAN	Eng'g. & Environ.	H1	M	Y1	255	939	
INDUSTRIAL WASTE INSPECTOR	"	H1	M	Y2	255	981	
NURSE	Medical	M1	F	Y1	255	772	
PRINCIPAL WATER SYSTEM TECH.	Skilled Trades	C3	M	Y2	255	916	
REAL ESTATE AGENT II	Purchasing&Stores	R1	M	Y1	255	1,030	
SECRETARY TO THE CITY ATTORNEY	Clerical&Adminis.	B1	F	Y0	255	702	
SECRETARY TO THE CITY MANAGER	"	B1	F	Y0	255	836	
SECRETARY TO THE MAYOR	"	B1	F	Y0	255	696	

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION	Job Family	Code	Sex	Code	Working Cond.	Code	Job Grade Points	CURRENT SALARY \$
SENIOR AIR CONDITIONING MECHANIC	Skilled Trades	L1	M	Y3	255	255	1,210	
SENIOR COMPUTER OPERATOR	Computer/Machines Op.	F1	H	Y1	255	255	769	
SENIOR ELECTRICIAN	Skilled Trades	D3	M	Y3	255	255	1,114	
SENIOR INVESTIGATOR-COLLECTOR	Clerical & Adminis.	U1	H	Y0	255	255	878	
SENIOR LIBRARY ASSISTANT	Skilled Trades	K1	F	Y0	255	255	769	
SENIOR MAINTENANCE WORKER	Grounds&Public Works	J3	M	Y4	255	255	818	
SENIOR PLANT MECHANIC	Skilled Trades	C3	M	Y3	255	255	995	
SENIOR PLANT OPERATOR	"	C3	M	Y3	255	255	1,010	

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION

Job Family

Code

Sex Code

Working Cond. Code

Job Grade Points

CURRENT
SALARY
\$

ACCOUNTANT I	Clerical & Adminis.	A2 H	Y0	226	885	73
AIRPORT SECURITY OFFICER	Security	T1 M	Y2	226		63
AIR CONDITIONING MECHANIC	Library	L1 M	Y3	226		1,10
CITY COUNCIL SECRETARY	Clerical & Adminis.	B1 F	Y0	226		76
ELECTRICAL INSPECTOR	Skilled Trades	D4 M	Y2	226		98
ELECTRICIAN	Skilled Trades	D2 M	Y3	226		1,01
EQUIPMENT MAINTENANCE MACHINIST	Skilled Trades	C1 M	Y3	226		93
EQUIPMENT SERVICES SUPERVISOR	Skilled Trades	E2 M	Y0	226		76
EXECUTIVE SECRETARY	Clerical & Adminis.	B1 F	Y0	226		76
FACILITY CREW SUPERVISOR	Skilled Trades	D1 M	Y0	226		79
ILLUSTRATOR	Planning & Specialty Services	V1 N	Y0	226		79
LIBRARY ASSISTANT	Library	K1 F	Y0	226		70
LIGHT-HEAVY DUTY EQUIP. MECHANIC	Skilled Trades	C1 M	Y3	226		92
MECHANICAL INSPECTOR	"	D4 M	Y2	226		98
METAL WORKER	"	L1 M	Y4	226		93
PARKS MAINTENANCE COORDINATOR II	Grounds/Pub. Works	J3 M	Y0	226		89
PLANT MECHANIC	Skilled Trades	C2 M	Y4	226		93
PRINCIPAL ACCOUNTING CLERK	Clerical & Adminis.	A1 F	Y0	226		68
PROGRAMMER ANALYST II	Computer & Machines	P1 H	Y0	226		1,00
REAL ESTATE AGENT I	Purchasing & Stores	R1 M	Y1	226		81
RELOCATION SPECIALIST II	Clerical & Adminis.	U1 H	Y0	226		1,03
SENIOR CARPENTER	Skilled Trades	D3 M	Y2	226		1,04
SENIOR LEGAL SECRETARY	Clerical & Adminis.	B1 F	Y0	226		66
SENIOR POLICE RECORDS CLERK	"	B1 F	Y0	226		72
SR. HEAVY DIESEL EQUIP. OPER-MECH	Skilled Trades	C3 M	Y4	226		99
SR. PARK MAINT. REPAIR WORKER	Grounds & Public Works	J2 M	Y2	226		79
STAFF TECHNICIAN	Clerical & Adminis.	N1 F	Y0	226		68
AIRPORT NOISE SPECIALIST	Eng'g. & Environ.	H1 M	Y0	201	815	75
CARPENTER	Skilled Trades	D2 M	Y3	201		94
CITY PHOTOGRAPHER	Planning & Sp. Serv.	V1 M	Y1	201		83
CODE COMPLIANCE INSPECTOR	Skilled Trades	D4 H	Y2	201		70
COMMUNITY (RECREATION SPECIALIST)	Recreation	S1 M	Y0	201		60
CONCRETE REFINISHER	Grounds & Public Works	J2 M	Y4	201		83
FISH TECHNOLOGIST	Eng'g. & Environment	H1 M	Y2	201		71
GRAPHIC ARTIST	Planning & Sp. Serv.	V1 H	Y0	201		71

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION	Job Family	Code	Sex	Code	Working	Cond.	Job Grade	Points	CURRENT SALARY \$
HEAVY DIESEL EQUIP. OPER. MECH.	Skilled Trades	C2	M	Y4	201	815			930
HOUSING REHABILITATION TECH.	Clerical & Adminis	U1	M	Y1	201				1,030
INSTRUMENT REPAIR TECHNICIAN	Eng'g. & Environ.	G5	M	Y2	201				1,013
LEGAL SECRETARY	Clerical & Admin.	B1	F	Y0	201				620
LOAN OFFICER	"	A2	M	Y0	201				898
PAINTER SUPV.-WATER POLLUTION	Clerical & Admin.	C3	M	Y3	201				1,040
PARKS MAINTENANCE COORD. I	Grounds&Public	J2	M	Y0	201				831
PLUMBER	Skilled Trades	D2	M	Y3	201				1,010
PRINCIPAL CLERK	Clerical & Admin.	B1	F	Y0	201				654
PROGRAMMER ANALYST I	Planning & Specialty Services	P1	F	Y0	201				823
RECREATION CENTER SUPERVISOR	Recreation	S2	F	Y0	201				536
RECREATION SPECIALIST	"	S1	F	Y0	201				606
RELOCATION SPECIALIST I	Clerical & Adm.	U1	F	Y0	201				947
SENIOR ACCOUNTING CLERK	"	A1	F	Y0	201				638
SENIOR PAINTER	Skilled Trades	D3	M	Y3	201				1,040
SENIOR PLANNING TECHNICIAN	Planning	O1	H	Y0	201				856
STAFF AIDE	Clerical & Adm.	B1	F	Y0	201				602
STOREKEEPER	Purchasing	W	M	Y1	201				701
AIRPORT MAINTENANCE WORKER II	Skilled Trades	C1	M	Y4	178	753			742
ATHLETIC STADIUM GROUNDSKEEPER	Grounds & Public Works	J2	M	Y3	178				754
AUDIO-VISUAL EQUIPMENT TECHNICIAN	Planning	V1	M	Y2	178				804
CAMP MAINTENANCE WORKER	Grounds & Public	J1	M	Y2	178				602
GARDENER		J2	M	Y3	178				742
GREENSKEEPER		J2	M	Y3	178				704
HEAVY EQUIPMENT OPERATOR	Skilled Trades	C1	M	Y4	178				776
INDUSTRIAL WASTE TECHNICIAN	Eng'g.&Environ.	H1	M	Y2	178				710
INSTRUMENT PERSON	"	G5	M	Y2	178				882
INVESTIGATOR-COLLECTOR	Clerical & Adm.	U1	F	Y0	178				769
LAB TECHNICIAN II	Eng'g.&Environ.	H1	M	Y2	178				912
LATENT FINGERPRINT EXAMINER	Planning	V1	H	Y0	178				912
LEGAL SECRETARY TRAINEE	Clerical & Adm.	B1	F	Y0	178				530
MAINTENANCE WORKER II	Grounds&Pub.Works	J2	M	Y4	178				742
PAINTER	Skilled Trades	D2	M	Y3	178				943
PAINTER-WATER POLL. CONTROL PLANT	"	D2	M	Y4	178				943
PARK MAINTENANCE REPAIR WORKER I	Grounds&Pub.Works	J2	M	Y2	178				742

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION	Job Family	Code	Sex	Code	Working	Cond.	Co.	Job Grade	Points	CURRENT SALARY \$
PLANT OPERATOR	Eng'g.&Environ.	H1	M	Y3	178					921
SECRETARY	Clerical & Adm.	B1	F	Y0	178					684
SENIOR AIRCRAFT REFUELER	Skilled Trades	C2	M	Y4	178					784
SENIOR LIBRARY CLERK	Library	K1	F	Y1	178					614
SENIOR OFFSET PRESS OPERATOR	Computer/Machines Operation	F	H	Y1	178					701
SENIOR STENO CLERK	Clerical & Adm.	B1	F	Y0	178					638
SENIOR TELEPHONE OPERATOR	Computer/Machines	F1	F	Y0	178					585
SENIOR WATER SYSTEM TECHNICIAN	Skilled Trades	C3	M	Y2	178					835
SIGN PAINTER	"	D2	M	Y3	178					943
STAGE HAND	"	D1	M	Y2	178					729
TREE MAINTENANCE LEAD WORKER	Grounds&Public Works	J2	M	Y3	178					750
COMPUTER OPERATOR II	Computer/Machines	F1	H	Y1	158					667
ENGINEERING TECHNICIAN	Eng'g.&Environment	G4	M	Y0	158					804
LAB TECHNICIAN I	Eng'g. & Environment	H1	M	Y2	158					762
PARK RANGER	Security	T1	M	Y2	158					704
PLANNING TECHNICIAN	Planning	O1	M	Y0	158					750
POLICE RECORDS CLERK II	Clerical & Adm.	B1	F	Y0	158					633
RANGE MASTER	Recreation	S1	M	Y2	158					667
SECURITY OFFICER	Security	T1	M	Y2	158					690
SENIOR DATA ENTRY OPERATOR	Computer/Machines	F1	F	Y0	158					600
SENIOR FACILITY ATTENDANT	Skilled Trades	D3	M	Y2	158					667
SENIOR MICRO PROCESSOR OPERATOR	Computer/Machines	F1	F	Y0	158					638
SENIOR POLICE PROPERTY CLERK	Purchasing&Stores	W	M	Y1	158					784
SENIOR RECORDS CLERK	Clerical & Adm.	B1	F	Y0	158					614
SENIOR RECREATION LEADER	Recreation	S1	F	Y2	158					536
SENIOR RECREATION LEADER-TEACHER	"	S1	N	Y2	158					536
SENIOR STOCK CLERK	Purchasing&Stores	W	M	Y3	158					667
SENIOR TYPIST CLERK	Clerical & Adm.	B1	F	Y0	158					600
ACCOUNTING CLERK II	Clerical & Adm.	A1	F	Y0	140					574
AIRCRAFT REFUELER	Skilled Trades	C1	M	Y4	140					729
AIRPORT MAINTENANCE WORKER I	"	C1	M	Y4	140					674
AIRPORT OPERATIONS CLERK	"	C1	M	Y0	140					638

CURRENT PAY TREND
ALL FULL-TIME JOBS

CURRENT PAY TREND ALL FULL-TIME JOBS							
POSITION	Job Family	Code	Sex	Working	Job Grade	CURRENT SALARY \$	
ASSISTANT POOL MANAGER	Recreation	S2	H	Y0	140	648 501	
ASST. HEAVY DIESEL EQUIP. OP-MECH	Skilled Trades	C2	M	Y4	140	827	
AUTOMOTIVE EQUIPMENT INSPECTOR	"	L1	M	Y0	140	930	
AUTOMOTIVE PARTS WORKER	Purchasing	W	M	Y2	140	690	
DATA PROCESSING CONTROL CLERK	Computer/Machines	F1	F	Y0	140	684	
DISPATCHER	Entry Level	E1	F	Y0	140	718	
GROUNDS WORKER	Grounds&Public	J1	M	Y3	140	674	
GROUNDSKEEPER	"	J2	M	Y3	140	674	
MAINTENANCE WORKER I	"	J1	M	Y4	140	674	
MICRO-PROCESSOR OPERATOR	Computer/Machines	F1	F	Y0	140	585	
MOTORCYCLE MECHANIC	Skilled Trades	C1	M	Y2	140	664	
PUBLIC INFORMATION SPECIALIST	Clerical & Adm.	B1	F	Y0	140	600	
SCHOOL CROSSING GUARD COORD.	Entry Level	E1	F	Y0	140	654	
STENOGRAPHER CLERK II	Clerical & Adm.	B1	F	Y0	140	585	
TYPIST CLERK II	Clerical & Adm.	B1	F	Y0	140	550	
WATER SYSTEM TECHNICIAN	Skilled Trades	C3	M	Y3	140	788	
ACCOUNTING CLERK I	Clerical & Adm.	A1	F	Y0	124	651 518	
COMPUTER OPERATOR I	Computer/Machines	F1	H	Y1	124	582	
DARKROOM TECHNICIAN	Planning & Sp.	V1	M	Y1	124	667	
ENGINEERING TECHNICIAN I	Eng'g.&Environ.	G4	F	Y2	124	670	
EQUIPMENT OPERATOR	Skilled Trades	C1	M	Y2	124	704	
LIBRARY CLERK	Library	K1	F	Y1	124	560	
MAINTENANCE ASSISTANT	Grounds&Pub.Works	J1	M	Y4	124	618	
OFFSET PRESS OPERATOR	Computer/Machines	F1	H	Y1	124	614	
PLANT MAINTENANCE ATTENDANT	Skilled Trades	C1	M	Y4	124	701	
PLANT OPERATOR TRAINEE	Eng'g.&Environ.	H1	M	Y3	124	704	
POLICE PROPERTY CLERK II	Purchasing	W	M	Y1	124	718	
POLICE RECORDS CLERK I	Clerical & Adm.	B1	F	Y0	124	600	
PUPPETEER	Recreation	S1	H	Y0	124	600	
RECREATION LEADER	"	S1	H	Y2	124	470	
SENIOR CUSTODIAN	Skilled Trades	D3	M	Y2	124	654	
SENIOR EQUIPMENT SERVICE WORKER	"	C2	M	Y2	124	667	
STENOGRAPHER CLERK I	Clerical & Adm.	B1	F	Y0	124	528	

CURRENT PAY TREND
ALL FULL-TIME JOBS

POSITION	Job Family	Code	Sex	Code	Working Cond.	Code	Job Grade	Points	CURRENT SALARY \$
STREET SWEEPER OPERATOR	Skilled Trades	C1	M	Y2	124				758
TELEPHONE OPERATOR	Computer/Machines	F1	F	Y0	124				536
TRAFFIC CHECKER II	Entry Level	E1	H	Y1	124				550
LABOR CLERK	Purchasing & Stores	W1	N	Y0	124				618
DATA ENTRY OPERATOR II	Computer/Machines	F1	F	Y0	110				550
EQUIPMENT SERVICE WORKER	Skilled Trades	C1	M	Y2	110				621
FACILITY ATTENDANT	"	D1	M	Y2	110				614
PASSING CONTROL CHECKER	Entry Level	E1	F	Y1	110				606
POLICE PROPERTY CLERK I	Purchasing & Stores	W	M	Y1	110				620
RECORDS CLERK	Clerical & Adm.	B1	F	Y0	110				560
BOOK CLERK	Purchasing & Stores	W	M	Y3	110				636
COPY MACHINE OPERATOR	Computer/Machines	F1	F	Y0	98				585
CUSTODIAN	Entry Level	E1	M	Y3	98				585
DATA ENTRY OPERATOR I	Computer/Machines	F1	F	Y0	98				502
MAIL CLERK	Entry Level	E1	F	Y1	98				526
MESSENGER CLERK	"	E1	F	Y1	98				494
PAGE	Library	KL	F	Y1	98				429
TRAFFIC CHECKER I	Entry Level	E1	H	Y1	98				528
TRIPLET CLERK I	Clerical & Adm.	B1	F	Y0	98				495
WATER METER READER	Entry Level	E1	M	Y3	98				630

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